Revision of pay Scales of teachers and equivalent cadres in Higher Education as per UGC Scheme (6th Pay commission)
Universities, Affiliated Colleges, Government Colleges/ Institutes of Science etc.

GOVERNMENT OF MAHARASHTRA
Higher & Technical Education Department,
Resolution No. NGC 2009/(243/09)-UNI-1,
Mantralaya Annex, Mumbai – 400 032.
Date: 12th August 2009.

Read :- 1. Government Resolution, Higher and Technical Education Department No. NGC-1298[4619]/uni.4, dated11th December 1999.
2. Government of India, MHRD Letter No. 1-32/2006-U.II/U. I(i) dated 31st December, 2008.

Preamble:-

Government of India vide its letter dated 31st December, 2008 referred to 2 above has revised the pay scales of teachers and equivalent cadres in the Central Universities subject to various provisions of the scheme of revision of pay scales as contained in the said letter, and regulations to be framed by the UGC in this behalf. Government of India has mentioned in the said letter that scheme may be extended to Universities, colleges and other higher educational institutions coming under the purview of State Legislatures, **provided State Governments wish to adopt and implement the scheme.** It has further been clarified by the Government of India that payment of central assistance for implementing this scheme is subject to the condition that the entire scheme of revision of pay scales together with all the conditions etc. shall be implemented by the State Governments as a composite scheme without any modification etc.

1.2 The question of revising the pay scales etc. of teachers and equivalent cadres in universities, colleges under State Legislature was under active consideration of the Government for some time. The Government after considering all the aspects has decided:

to revise pay scales and the dearness allowance of all teachers and equivalent cadres w.e.f. 01/01/2006 as per the Central Government (UGC) scheme while other allowances as per the State Government employees; to keep the age of superannuation and leave package unchanged and to take all necessary steps for improving the quality of education for meeting the requirements of the globalised economy and serious concerns expressed by the Hon. High Courts with regards to the poor quality and low employability of education.

2. Accordingly, detailed orders are as follows:

(1) General:

(i) There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.

(ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor'.

(iii) The pay of teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs. 37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.

(iv) Posts of Professors shall be created in under-graduate (UG) colleges as well as in post-graduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of posts of Associate Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the UGC and the State Government.

(v) Up to 10% of the posts of Professors in universities shall be in the higher Academic Grade Pay of Rs. 12000 with eligibility conditions to be prescribed by the UGC.

(vi) National Eligibility Test (NET)/State Eligibility Test (SET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations from time to time. NET/SET shall not be required for such Masters' programmes in disciplines for which there is no NET/SET.

(2) Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:-

(a) Assistant Professor/Associate Professors/Professors in Colleges and Universities

(i) Persons entering the teaching profession in Universities and Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600-39100

with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs. 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000.

(ii) An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.

(iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.

(iv) Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of 6 years' service as Assistant Professor.

(v) The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC from time to time.

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the un-revised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.

(vii) Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the UGC, to move up to the AGP of Rs. 8000.

(viii) Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

(ix) Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be re-designated as Associate Professor.

(x) Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade)/Reader, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.

(xi) Readers/ Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400-67000 and re-designated as Associate Professor in the manner described in (x) above.

(xii) Assistant Professors completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions that may be prescribed by the UGC and the university, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and to be designated as Associate Professor.

(xiii) Associate Professor completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the university. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs. 10000.

(xiv) The pay of a directly recruited Professor shall be fixed at a stage not below Rs. 43000 in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000.

(xv) Ten percent of the posts of Professors in a university shall be in the higher AGP of Rs. 12000; however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12000 shall be fixed at a stage less than Rs. 48000 along with the AGP.

(xvi) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the UGC through Regulations and as may be laid down by the university.

(xvii) Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

(b) Professors in Under Graduate and Post Graduate Colleges:

(i) Ten percent of the number of sanctioned posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by merit promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor

for merit promotion or direct recruitment/ deputation is not an integer, the same shall be rounded off to the next higher integer.

(ii) There shall be one post of Professor in each Department of a Post Graduate College and shall be subject to the same criterion for selection / appointment as that of Professors in Universities, provided that One-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post Graduate College. Identification of posts of Professor in a Post Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for merit promotion or direct recruitment/ deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer. The UGC shall issue separate guidelines to ensure availability of minimum standards of academic infrastructure (library, research facilities etc.) for starting Post Graduate Courses in Colleges.

(3) Pay Scales of Pro-Vice Chancellor/Vice Chancellor of Universities:

(i) **Pro-Vice-Chancellor:**

The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10000 or Rs. 12000, as the case may be, along with a Special Allowance of Rs.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80000.

(ii) **Vice Chancellor:**

The posts of Vice Chancellor shall carry a fixed pay of Rs. 75000 along with a Special Allowance of Rs. 5000 per month.

(4) Pay Scales of Principals in Colleges:

(i) Principal of Under Graduate Colleges:

Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

(ii) Principal of Post Graduate Colleges:

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of

Rs.37400-67000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

(5) Pay Scales and Career Advancement Scheme for Librarians etc:

(a) Assistant Librarian/ College Librarian:

(i) Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Librarian/ College Librarian.

(b) Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale)

(i) The posts of Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.

(ii) Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the UGC, shall be eligible for the higher AGP of Rs. 7000 with in the Pay Band of Rs. 15600-39100.

(iii) Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of Rs. 7000.

(iv) After completing service of 6 years in the AGP of Rs. 6000 Assistant Librarian/ College Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the higher AGP of Rs. 7000.

(v) The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000. at an appropriate stage based on their present pay,

(c) Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade):

(i) Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 initially at the time of recruitment.

(ii) On completion of service of 5 years, Assistant Librarian (Sr.Scale)/ College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band

of Rs. 15600-39100, with Academic Grade Pay of Rs.8000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the UGC. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.

(iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.

(iv) After completing 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 8000, Deputy Librarians/ equivalent positions shall move to the Pay Band of Rs. 37400-67000 and AGP of Rs. 9000, subject to fulfilling other conditions of eligibility laid down by the UGC and if any by the university.

(v) Assistant Librarians (Senior Scale) in universities/ College Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed in the AGP of Rs. 8000.

(vi) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(vii) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).

(viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs. 15600-39100 with AGP of Rs. 8000. They shall move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 after completing three years of service in the AGP of Rs. 8000.

(ix) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

(d) Librarian (University):

(i) The post of Librarian shall be in the Pay Band of Rs. 37400-67000 with the Academic Grade Pay of Rs. 10000.

(ii) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for appointment to the post of Librarian (University).

(iii) Deputy Librarian completing service of three years in the AGP of Rs. 9000 and otherwise eligible as per conditions prescribed by the UGC and if any by the university, shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

(iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' of the 6th CPC in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.

(6) Pay Scales and Career Advancement Scheme for Physical Education Personnel:

(a) Assistant Director of Physical Education (Assistant DPE)/ College Director of Physical Education (College DPE):

(i) The Assistant Director of Physical Education/ College DPE in the pre-revised pay scale of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) Pay of incumbent Assistant Directors of Physical Education/ College DPE shall be fixed at an appropriate stage in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 6000, in accordance with the fixation formula attached.

(iii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/College DPE.

(b) Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale):

(i) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000.

(ii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university from time to time, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100.

(iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing M.Phil in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be eligible subject to guidelines prescribed by the UGC and if any by the university, for the higher AGP of Rs. 7000.

(iv) Assistant Directors of Physical Education/ College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education/College DPE in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, be eligible for being placed in the AGP of Rs. 7000.

(v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, in accordance with the fixation formula attached.

(c) Deputy Director of Physical Education/ Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade):

(i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the UGC and if any by the university, Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Deputy Director of Physical Education/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade), as the case may be.

(ii) After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the UGC and if any by the university, Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000. They shall continue to be designated as Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade)

(iii) All Incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) who have completed service of at least three years in the un-revised Pay Scale of Rs. 12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000.

(iv) All incumbents to the post of Deputy DPE / Assistant DPE (Selection Grade)/ College DPE (Selection Grade) whose services in the un-revised Pay Scale of Rs. 12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Deputy DPE/ ADPE (Selection Grade)/ College DPE (Selection Grade) in the un-revised Pay Scale.

(v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100, and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band Rs. 37400-67000 with AGP of Rs. 9000.

(d) Director of Physical Education (University):

(i) Post of Director Physical Education in universities shall be in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.

(ii) Post of Director Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC shall continue to be the eligibility for recruitment.

(iii) Pay of the incumbents shall be fixed at the appropriate stage in the Pay Band of Rs. 37400-67000, in accordance with the fixation formula attached.

(7) Incentives for Ph.D / M.Phil. And Other Higher Qualifications:

(i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC in its Regulation.
(ii) M.Phil. degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to 2 non-compounded advance increments.
(iii) Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech etc. recognized by the relevant statutory body / council, shall also be entitled to 2 non-compounded advance increments at the entry level.
(iv) Teachers who complete their Ph.D. Degree while in service shall be entitled to 3 non-compounded increments if such Ph.D. is in the relevant discipline and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work and evaluation, etc in its Regulation.
(v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having compiled with the process prescribed by the Commission.
(vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have compiled with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
(vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which compiles with the entire process, including that of enrolment as prescribed by the UGC in its Regulation.
(viii) Teachers who acquire M.Phil. Degree or a post graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment. If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment.
(ix) Five non-compounded advance increments shall be admissible to Assistant Librarian / College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in its Regulation, in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.
(x) Assistant Librarian / College Librarian acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process

prescribed by the UGC in its Regulation, in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xi) However, persons in posts of Assistant Librarian / College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having compiled with the process prescribed by the Commission.

(xii) In respect of every other case of persons in the posts of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have compiled with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(xiii) Assistant Librarian / College Librarian and others in higher Library positions in service who have not yet enrolled for Ph. D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which compiles with the entire process, including that of enrolment as prescribed by the UGC in its Regulation.

(xiv) Two non-compounded advance increments shall be admissible for Assistant Librarian / College Librarian with M.Phil. degree in Library Science at the entry level, Assistant Librarian / College Librarian and those in higher positions acquiring M.Phil. degree in Library Science at any time during the course of their service shall be entitled to one advance increment.

(xv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education / College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in its Regulation, in respect of enrolment, course work and evaluation process for the award of Ph.D. in Physical Education.

(xvi) Persons in posts of Assistant Director of Physical Education / College DPE or higher positions acquiring the degree of Ph.D. in the discipline of physical Education, at any time while in service from a university complying with the process prescribed by the UGC in its Regulation, in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xvii) However, persons in posts of Assistant Director of Physical Education / College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course –work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having compiled with the process prescribed by the Commission.

(xviii) In respect of every other case of persons in the posts of Assistant Director of Physical Education / College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have compiled with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(xix) Assistant Director of Physical Education / College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which compiles with the entire process, including that of enrolment as prescribed by the UGC.

(xx) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education / College DPE with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education / College DPE and those in higher positions acquiring M.Phil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.

(xxi) Not withstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D. / M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

(xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/M.Phill, under the earlier scheme, the benefit of five advance increments for possessing Ph.D./M.Phill shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

(xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D. / M. Phil while in service, would not be entitled to benefits under this Scheme.

(8) (A) Other terms and conditions:-

(a) Increments:

(i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.

(ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

(iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

(b) <u>Pay Fixation Formula:</u>

(i) The initial pay of the teacher and the employee in the equivalent cadre in University or colleges who elect, or are deemed to have elected the revised pay structure on and from 1.1.2006 shall be fixed in the manner explained in Appendix I. The pay of the individual teacher should be fixed in accordance with the prescribed procedure. The fitment tables 1 to 6 in Appendix-II are to be used for fixation of teachers in service or directly recruited and opted for the revised pay structure.

(ii) The revised designations, pay bands and Academic Grade Pay (AGP) thereon corresponding to the pre-revised designations, and pay scales effective from 1st January 2006 for various cadres are given in Appendix -I**.**

8(B) Following allowances and benefits shall be at par with the state government employees. However for those areas where the teachers are already drawing more allowances or enjoying more benefits than the state government employee (even after the 6th pay commission) the higher rates and / or benefits shall continue i.e. the teachers shall continue to get whichever is higher (existing rates and benefits or as per state government employees after 6th pay commission.)

(i) Allowances:

Allowances such as Leave Travel Concession, Transport Allowance, House Rent Allowance. Deputation Allowance, Traveling Allowance.

The persons with disabilities (Visual, Orthopidic,Hearing and other disabilities) under the provisions of 'Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act, 1995' shall be entitled to twice the normal rate of transport allowance as accepted by the State Government for its employees on the recommendation of sixth pay commission.

(ii) Study Leave:

(iii) Age of Superannuation:

(iv) Pension:

(v) Family Pension:

(vi) Gratuity:

(vii) Provident Fund:

8(C) Research Promotion Grant:

A scheme with appropriate guidelines for providing by way of appropriate 'start up grant' to teachers and other cadres taking up research in all disciplines including basic science research on strengthening of Basic Science Research' and suitably adopted on research in social sciences / humanities and other disciplines as and when prescribed by the UGC will be admissible.

8(D) Consultancy Assignments:

The model of revenue sharing between institution and consultant-teachers as and when worked out by University Grant Commission will be permissible to the teachers and other cadres.

8(E) Applicability of the Scheme:

(i) This scheme shall be applicable to teachers and other equivalent cadres of library and physical education in all the Universities, Colleges and other higher educational institutes coming under the purview of state legislature through the department of Higher and Technical Education of Maharashtra and governed by the rules of University Grants Commission. However, the unaided colleges will not be entitled for any financial assistance from the State Government and similarly in case of aided institutes of the Government assistance will only be limited to the posts approved by the Government from time to time. The revised scales are not applicable to the teachers who retired on or before 31st December 2005 and who worked on re-employment on that date, including those whose period of re-employment was extended after that date.

The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this Resolution as well as Regulations to be framed by the UGC in this behalf. Universities implementing this Scheme shall amend their relevant statutes and

ordinances in line with this Resolution and the UGC Regulations issued in this regard from time to time.

(ii) This scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Notification is being issued separately.

(iii) This Scheme does not extend to the Accompanists, Coaches, Tutors, Part Time teachers and Demonstrators. Pay and Grade Pay of the said categories of employees shall be fixed in the appropriate Pay Bands relative to their existing Pay in each university/institution corresponding to such fixation in respect of State Government employees as approved by the State Government on the basis of the recommendations of 6th Pay Commission.

(iv) This Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc. who shall be treated at par with similarly qualified personnel in research/ scientific organizations of the State Government.

(v) The revised pay scales shall be applicable only to those teachers who have been lawfully appointed.

(9) Date of Implementation of revised pay and allowance and payment of arrears:-

(i) The revised scales of pay and revised rates of Dearness Allowance under this scheme shall be effective from 1.01.2006 and the non-compounded advance increments / special allowances as applicable shall take effect from 1.09.2008.

(ii) Pay in the revised pay structure is payable in cash from 1st day of April 2009. The 80% of the amount of arrears admissible for the period from 1st day of January 2006 to 31st March 2009 will be paid in cash on receipt of the grants from Government of India. The remaining 20% amount will be credited to Provident Fund as per the procedure adopted for the State Government Employees.

(iii)The amount of arrears admissible shall be the net amount –

(a) after deduction of arrears of Profession Tax payable on revised amount of pay,

(b) after deducting increased amount of license fee payable on revised pay in respect of occupying Government quarter,

(c) after adjusting the amount of advance sanctioned vide Government Resolution, Finance Department No. RPS-1208/CR-72/SER-9 dated6th October 2008.

(d) after adjusting the amount, where subscription to the Provident Fund already made falls short of the minimum prescribed in the Provident Fund rules on the basis of pay fixed in the revised pay structure.

(e) after deducting the appropriate Income Tax.

(f) after adjustment of Government dues, if any payable for the period from 1.1.2006 to 31.03.2009.

(10) Code of Professional Ethics:

Each University should evolve its own professional ethics after full discussion in the academic bodies and associations and incorporate the same in its Acts, Ordinances and/or Statute, as the case may be, for strict observance by the academic faculty.

(11) Option for the revised scales of pay:

(i) Within a period of one month from the date of issue of this Government Resolution, the teachers/Librarians/Physical Education Staff and other personnel will have to opt in the prescribed form (Appendix-III) for the revised pay scales.

(ii) The teachers opting for the new pay scales will have to enter into an agreement as mentioned in Appendix-III with the University/College Managements about their acceptance of terms and conditions mentioned in this Government Resolution. The option once exercised shall be final. Those who do not exercise the option within a period of one month from the date of issue of this Government Resolution shall be deemed to have opted for revised pay scales.

(iii) The teachers /Librarians / Directors of Physical Education/other personnel who were in service on 1st January 2006 and those who were not in service after 1st January, 2006 on account of termination, death, discharge on the expiry of the sanction posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time-limit will be deemed to have opted for revised scale of pay with effect from 1st January 2006 and should be held entitle to the benefit of these rules.

(iv) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in HRD Ministry's O.M. No. F.23-7/2008-IFD dated 23.10.2008., read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC, dated 30.8.2008 (Appendix – III).

(12) Procedure to be adopted by the Universities and Director of Education (Higher Education):

i) As per the provisions of the Maharashtra Universities Act 1994, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of lecturers etc. In view of above, **Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that :**

" all the teachers have been lawfully appointed,
" the pay of each teacher has been properly fixed as per this scheme and
" in case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants)payable to the Universities and Colleges."

ii) The university shall submit these certificates along with the fixation forms etc. to the concerned Regional Joint Director, Higher Education who shall thereafter release the necessary grants after broadly satisfying themselves.

iii) The director of Higher Education, Maharashtra State, Pune, should send a quarterly statement to the Accountant General, Maharashtra – 1, Mumbai, and the Accountant General, Maharashtra II, Nagpur, and claim the grant from the Government of India before the close of every financial year. The Accountant General, Maharashtra – 1, Mumbai should be requested to credit the Government of India's share under receipt head "1601-Grant –in-aid from Central Government- Education.

iv) The additional expenditure on pay proper, on account of revision of scales of pay of teachers in University, Government and Non Government colleges as on 1st January 2006 shall be shared for the period from 1st January 2006 to 31st March 2010 between the Government of India and the State Government in the ratio of 80:20. Thereafter, the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant for more than six months as on 1st January 2006 will be treated as post existing as on 1st January 2006, for this purpose. The additional expenditure on pay proper, on account of application of revised pay scales to all posts of teachers created after 1st January 2006 shall be borne entirely by the State Government. The Universities and non-Government colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed, if proper sanction of the Director of Education (Higher Education), Maharashtra State, Pune, has not been obtained by them.

Budget Heads: The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget head Demand No. W-2 "2202-General Education" as under:

A) 03, University and Higher Education-

102, Assistance to Universities-
(00)(01) Grants to Universities for General Education 35 Grants-in-aid (Salary) (2202 0683)
(00)(03) Grants for improvement of salary scales (2202 0692)
103, Government Colleges and Institutes-
(01)(01) Government Arts Colleges - 01, Salaries (2202 0772)
103(02) Government Science Colleges-
(02)(01) Government Science Colleges - 01 Salaries (2202 0792)
103(03) Government Law Colleges- 01 Salaries (2202 0816)
(03)(01) Government Law Colleges-
103(04) Government Commerce Colleges-
(04)(01) Government Commerce Colleges-01 Salaries (2202 0834)
104, Assistance to non- Government Colleges and Institutes –
(01) Assistance to non- Government Colleges-
(01)(02) Grants for introduction of U.G.C. Scales (2202 0881)
(B) 02 Secondary Education
105 Teachers Training
(01) (01) Government Colleges of Education - 01 Salaries (2202 0291)
105 (02) Assistance to non- Government Colleges of Education
(02)(01) Ordinary Maintenance Grants (2202 0306) 35 Grants-in-aid (Salary)

(13) Government orders in respect of the measures required for enhancing and improving the quality of education shall be issued separately.

(14) This Government Resolution is subject to the decision taken by the State Government on the scheme forwarded by Government of India by its letter dated 31/12/2008. Therefore,

anomalies, if any may be brought to the notice of the Department of Higher and Technical Education, Government of Maharashtra through proper channel.

These orders issue with the concurrence of the Finance Department vide their unofficial reference No.395/SER.9, dated 10-08-2009.

This Government Resolution is available on website www.maharashtra.gov.in and its Unique Code No.is 20090813194514001.

By order and in the name of Governor of Maharashtra.

R.G. JADHAV
Deputy Secretary to Government.

To,

The Secretary to the Governor, Raj Bhavan, Malabar Hill, Mumbai. (By letter)
The Principal Secretary to the Chief Minister.
The Secretary to the Dy. Chief Minister.
The Secretary to the Government of India, MHRD, (Depart of Education), New Delhi.
The Secretary, University Grants Commission, New Delhi.
The Private Secretary to the Minister, Higher & Technical Education.
The Director of Higher Education, Maharashtra State, Pune. (with 500 spare copies for being supplied to Colleges)
The Regional Joint Directors of Higher Education, Mumbai. Pune, Kolhapur, Nagpur, Aurangabad, Amravati, Nanded, Jalgaon.
The Registrars of all non- Agriculture Universities.
The Account General (accounts), Maharashtra- I and II, Mumbai and Nagpur.
The Account General (Audit), Maharashtra- I and II, Mumbai and Nagpur.
The Pay and Accounts Officer, Mumbai.
All District Treasury Officers.
The Planning Department.
The Finance Department.
The Personal Assistant to Chief Secretary.
All Desks in Higher & Technical Education Department.
The Director General of Information & Publicity. Mumbai. (with request to issue a suitable press note and send 25 copies to the Department)
Select File UNI-1.

Appendix-I

1. **Drawal of pay in the revised pay structure :** Save as otherwise provided in these rules a teacher and person working on the equivalent post shall draw pay in the revised pay structure applicable to the post to which he is appointed:

Provided that he may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or cease to draw pay in that scale.

Provided further that in case where the teacher has been placed in a higher pay scale between 1.1.2006 and the date of issue of this Resolution on account of promotion, up gradation of pay scale etc, shall have option to elect to switch over to the revised pay structure from the date of such promotion, up gradation, etc.

Explanation 1 – The option to retain the existing scale shall be admissible only in respect of one existing scale.

Explanation 2 – The aforesaid option shall not be admissible to any person appointed to a post on or after 1st day of January 2006, whether for the first time in the service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation 3– When a person exercise such option to retain the existing scale in respect of the post held by him in an officiating capacity on a regular basis for the purposes of regulation of pay in that scale under any rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn and he had retained the existing scale in respect of the permanent post on which he hold a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which have acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

2. **Rules for fixation of pay in the revised Pay Band:-** (1) The initial pay of the teacher and the employee in the equivalent cadre in University or college who elect, or is deemed to have elected the revised pay structure on and from 1.1.06 shall be fixed in the manner, namely:-

(A) In case of all teachers –

(i) The pay in the pay band will be determined by multiplying the existing basic pay (excluding dearness pay) by a factor of 1.86 (which is equal to the sum of the existing basic pay, applicable dearness pay and dearness allowance) and rounding off the resultant figure to the next multiple of 10.

(ii) If the minimum of the revised pay band is more than the amount arrived as per (i) above, the pay shall be fixed at the minimum of the revised pay band.

(iii) In addition to the pay in pay band, corresponding Academic Grade Pay (AGP) will be applicable.

(iv) If amount arrived as per (i) above, is more than the maximum of the revised Pay Band, pay shall be fixed at the maximum of the pay band.

(B) In case of teachers who are in receipt of special pay in addition to the pay in the existing scale and where the existing scale with special pay has been replaced by a Pay Band after merging the special pay, the pay shall be fixed in the revised Pay Band in accordance with the provision of clause (A) above except that in such cases existing basic pay (excluding D.P.) shall include the basic pay (excluding D.P.) in the existing scale and existing amount of special pay.

(C) In case of teachers who are in receipt of special pay in addition to the pay in the existing scale and in whose case special pay continues with the revised Pay Band either at the rate or at a different rate, the pay in the revised Pay Band shall be fixed in accordance with the provision of clause (A) above with reference to existing basic pay (excluding D.P.) calculated in accordance with the Explanation thereto, after excluding the existing special pay. In such cases, special pay at the new rate shall be drawn in addition to the pay so fixed in the revised scale.

Note 1 - A teacher who is on leave on the 1st day of January,20006 and is entitled to leave salary shall entitled to pay in the revised pay structure from 1.01.2006 or the date of option for the revised pay structure. This is also applicable to the teacher who is on study leave on the 1st day of January,2006.

Note 2 - A teacher under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order of the pending disciplinary proceedings.

Note 3 - Where a teacher is holding a permanent post and is officiating in a higher post in a regular basis and the scales applicable to these two posts are merged in to one Pay Band /scale, the pay shall be fixed with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay. The provisions of this note shall apply mutatis mutandis, to teachers holding in an officiating capacity, posts on different existing scales which have been replaced by the revised pay structure.

Note 4 - Where the existing emoluments exceeds the revised emoluments, in case of any teacher, the difference shall be allowed as a personal pay to be absorbed in future increase in pay, except in case covered by proviso (iv) of sub Rule 2(A) above.

Note 5 - Where in the fixation of pay under sub rule 2(A), the pay of a teacher, who, in the existing scale was drawing immediately before the 1st January, 2006 more pay than the other teacher junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior.

Note 6 - In case where a senior teacher promoted to a higher post before the1st day of January,2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the1st day of January,2006, the pay in the pay band of such senior teacher should be stepped up to an amount equal to the pay in pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior teacher subject to the fulfillment of the following conditions.

(i) both the junior and the senior teacher should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
(ii) the pre-revised scale of pay and revised Pay Band and Academic Grade Pay of the lower and higher posts in which they are entitled to draw pay should be identical.
(iii) the senior teacher at the time of promotion should have been drawing equal or more pay than the junior.
(iv) the anomaly should be directly as a result of the application of the provision of these rules or any other rules or order regulating pay fixation on such promotion in the revised pay structure.

Note 7 – In the case of teacher promoted to the higher post on or after 1st January, 2006, the pay of the lower post in the revised scale shall be fixed first under these rules and then the pay shall be fixed for higher post under normal rules.

Note 8 – In the case of teacher drawing reduced pay as on 1.1.2006, in the existing scale on account of imposition of penalty under the provision of the respective statutes in the concerned Universities the pay in such cases shall be fixed as :

(a) on the basis of pay actually drawn on 1.1.2006. and
(b) on the basis of pay which would have been drawn but for the penalty.

The revised pay as fixed at (a) above may be allowed from 1.1.2006 to the date of expiry of penalty and at (b) above, thereafter.

Note 9 – The direct recruits to a particular post carrying a specific Academic Grade Pay will be fixed on or after 1.1.2006. This will be also applicable to those recruited between 1.1.2006 and the date of issue of this notification. In such cases their pay shall be fixed as per rule 2(A).

Note 10 – Incumbent Lecturers (SG) / Readers not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed as described in Illustration-5, till they complete 3 years of service in the grade of Lecturer (SG) / Reader, and thereafter shall be fixed as described in Illustration-6.

3. Fixation of pay in the revised Scales subsequent to the 1st day of January 2006:

Where the teacher continues / elect (under the provision of rule) to draw his pay in the existing scale and is brought over to the revised pay structure from a date latter than 1.1.2006, his pay from the latter date in the revised pay structure shall be fixed in the following manner:-

(i) Pay in the pay band will be fixed by adding the basic pay, the dearness pay applicable on the latter date, and the dearness allowance based on the rates applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 and then become pay in the applicable in pay band. If the minimum of the revised pay band is more than the amount arrived as per above, the pay shall be fixed at the minimum of the revised pay band. In addition to this pay in pay band, corresponding Academic Grade Pay (AGP) will be applicable.
(ii) Where the teacher is in receipt of special pay, the methodology followed will be as prescribed in Rule 2 (B) or (C) as applicable, except the basic pay and the dearness pay to be taken in to account will be that on the latter date, and the dearness allowance will be calculated as per rates applicable as on 1.1.2006.

4. Date of Next increment in revised pay structure:

There will be a uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the revised pay structure as on 1st July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1st July 2006 to 1st January 2007.

5. Table showing Pre-revised Designations / Pay Scales and corresponding Designations /Pay bands and Academic Grade Pay (AGP) as on and from 1st January 2006 for University/ College Teachers and Other personnel in University / College.

Sr No	Pre-revised Designation / Pay Scales	Revised Designation / Pay band + AGP	Fixation of Incumbents / New Entrants
1	Lecturer : 8000-275-13500	Assistant Professor : 15600-39100 + AGP 6000	i) Incumbent Lecturers shall be fixed at the appropriate stage in P.B. - 15600-39100 with AGP 6000 and re-designated as Assistant Professor.
2	Lecturer (Sr. Scale) : 10000-325-15200	Assistant Professor : 15600-39100 + AGP 7000	i) Incumbent Lecturers (Senior Scale) shall be fixed at the appropriate stage in P.B. - 15600-39100 with AGP 7000 and re-designated as Assistant Professor. ii) Assistant Professors after completion of 4 years for those possessing Ph.D at entry level., 5 years possessing M.Phil/ M.Tech. etc. at entry level and 6 years for others (without Ph.D./M.Phil.etc) in AGP 6000 on satisfying the eligibility conditions laid down by the UGC from time to time.
3	Lecturer(Selection Grade)/ Reader: 12000-420-18300 (Not completed 3 years on 1.1.06)	Lecturer(SG) / Reader (till they complete 3 years) / Assistant Professor: 15600-39100 + AGP 8000	i) Incumbent Lecturers (SG) / Readers not competed 3 years on 01.01.2006 shall be fixed at the appropriate stage in P.B. - 15600-39100 with AGP 8000 till they complete 3 years in 12000-18300, and thereafter shall be placed in PB - 37400-67000 with AGP of 9000 and re-designated as Associate Professor. ii) Assistant Professors after completion of 5 years in AGP 7000 on satisfying the eligibility conditions laid down by the UGC from time to time.
4	Lecturer (Selection Grade) / Reader: 12000-420-18300 (Completed 3 years on 1.1.06)	Associate Professor : 37400-67000 + AGP 9000	i) Incumbent Lecturers (SG) / Readers completed 3 years on 1.1.06 in the scale of 12000-420- 18300, shall be placed in P.B.- 37400-67000 with AGP 9000 and re-designated as Associate Professor. ii) Assistant Professors after completion of 3 years in AGP 8000 on satisfying the eligibility conditions laid down by the UGC from time to time.

5	Professor : 16400-22400	Professor : 37400-67000 + AGP 10000	i) All Professors in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.
6	Principal : 16400-22400	Principal PG College: 37400-67000 + AGP 10000	i) All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.
7	Principal : 12000-420-18300 (Min. Rs 12840 /-)	Principal UG College 37400-67000 + AGP 10000	i) All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.
8	Asst. Librarian/ College Librarian/ Asst. DPE/ College DPE : 8000-275-13500	Asst. Librarian/ College Librarian/ Asst. DPE/ College DPE : 15600-39100 +AGP 6000	Incumbents shall be appropriately fixed in the Pay Band with the AGP of Rs. 6000.
9	Asst. Librarian (Sr.Scale)/ College Librarian (Sr.Scale) / Asst. DPE (Sr.Scale) / College DPE (Sr.Scale) : 10000-325-15200	Asst. Librarian (Sr.Scale)/ College Librarian (Sr.Scale) / Asst. DPE (Sr.Scale) / College DPE (Sr.Scale) 15600-39100 + AGP 7000	i) Incumbents shall be fixed at the appropriate stage in P.B. - 15600-39100 with AGP 7000. ii) For others after completion of 4 years for those possessing Ph.D at entry level., 5 years possessing M.Phil at entry level and 6 years for others (without Ph.D./M.Phil.) in AGP 6000 on satisfying the eligibility conditions laid down by the UGC from time to time.
10	Dy. Librarian/ Asst. Librarian (SG)/ College Librarian (SG) / Dy.DPE/Asst. DPE (SG) / College DPE (SG) :(Less than 3years of service) 12000-420-18300	Dy. Librarian/ Asst. Librarian (SG)/ College Librarian (SG) / Dy.DPE/ Asst. DPE (SG) / College DPE (SG) : 15600-39100 + AGP 8000	i) Incumbents not completed 3 years on 01.01.2006 shall be fixed at the appropriate stage in P.B. - 15600-39100 with AGP 8000 till they complete 3 years in 12000-18300, and thereafter shall be placed in PB- 37400-67000 with AGP 9000. ii) For others After completion of 5 years in AGP 7000 on satisfying the eligibility conditions laid down by the UGC from time to time.
11	Dy. Librarian/ Asst. Librarian (SG)/ College Librarian (SG) / Dy.DPE/Asst. DPE (SG) / College DPE (SG) : (Completed 3 years of service) 12000-420-18300	Dy. Librarian/ Asst. Librarian (SG)/ College Librarian (SG) / Dy.DPE/Asst. DPE (SG) / College DPE (SG) : 37400-67000 + AGP 9000	i) Incumbents completed 3 years on 1.1.06 in the scale of 12000-420-18300, shall be placed in P.B.- 37400-67000 with AGP 9000. ii) For others After completion of 3 years in AGP 8000 on satisfying the eligibility conditions laid down by the UGC from time to time.
12	Librarian / DPE (University): 16400-22400	Librarian / DPE (University): 37400-67000 + AGP 10000	Incumbents shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

13	Director of Physical Education 16400-22400	Director of Physical Education 37400-67000 + AGP 10000	Incumbents shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.
14	Pro- Vice-Chancellor : 16400-22400/ 18400-500-22400	Pro- Vice-Chancellor. 37400-67000 + AGP 10000 / 12000 as applicable	Incumbents shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000 / 12000 as applicable.
15	Vice-Chancellor. 25000 (fixed)	Vice-Chancellor. 75000 (fixed)	Incumbents shall be fixed at Rs. 75000/-.
Note- Incumbents working on the dying posts such as Documentation Officer, Accompanists, Coaches, Tutor, Demonstrator, Part Time Lecturer or professionals like System Analysts, Senior Analysts, Research Officers, etc. shall be fixed at the appropriate stage in the respective Pay Band and the corresponding/ proportionate AGP shall be applicable.			

6. Fixation of Pay in the Revised Pay Band: Illustrations.

Illustration- 1

A lecturer is drawing a basic pay of Rs. 8275/- as on 1.08.2005 in the existing scale of pay of Rs. 8000-275-13500. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 6000/-. His date of increment is 1st August every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay = Rs. 8275/-
2. 1.86 X Basic Pay = Rs 15392/-
3. Rounding off the resultant figure to the next multiple of 10 = Rs.15400/-
4. Pay in the Pay Band (as per Fitment Table) = Rs.15600/-
5. AGP applicable = Rs . 6000/-
6. Revised Basic Pay = Rs.21600/-

He shall be fixed at Basic Pay of Rs. 21600/- and re-designated as Assistant Professor.
The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 22250/-.

Illustration- 2

A lecturer (Sr. Scale) is drawing a basic pay of Rs. 11625/- as on 1.10.2005 in the existing scale of pay of Rs. 10000-325-15200. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 7000/-. His date of increment is 1st October every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 11625/-
2. 1.86 X Basic Pay	= Rs 21623/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 21630/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs.21630/-
5. AGP applicable	= Rs. 7000/-
6. Revised Basic Pay	= Rs. 28630/-

He shall be fixed at Basic Pay of Rs. 28630/- and re-designated as Assistant Professor. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 29490/-.

Illustration- 3

A lecturer is drawing a basic pay of Rs. 10200/- as on 1.04.2006 in the existing scale of pay of Rs. 8000-275-13500. His date of increment is 1st April every year and he opts for revised pay on 1.03.2006. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 6000/-. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 10200/-
2. Dearness Pay	= Rs 5100/-
3. Dearness Allowance	= Rs. 3213/-
4. Total emoluments (1+2+3)	= Rs. 18513/-
5. Rounding off the resultant figure to the next multiple of 10	= Rs. 18520/-
6. Pay in the Pay Band (as per Fitment Table)	= Rs.18980/-
7. AGP applicable	= Rs. 6000/-
8. Revised Basic Pay	= Rs. 24980/-

He shall be fixed at Basic Pay of Rs. 24980/- and re-designated as Assistant Professor. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 25730/-.

Illustration- 4

A lecturer (Sr. Scale) is drawing a basic pay of Rs. 14875/- as on 1.02.2006 in the existing scale of pay of Rs. 10000-325-15200. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 7000/-. His date of increment is 1st February every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 14875/-
2. Dearness Pay	= Rs 7438/-
3. Dearness Allowance	= Rs. 4686/-
4. Total emoluments (1+2+3)	= Rs. 26999/-
5. Rounding off the resultant figure to the next multiple of 10	= Rs. 27000/-
6. Pay in the Pay Band (as per Fitment Table)	= Rs.27670/-
7. AGP applicable	= Rs. 7000/-
8. Revised Basic Pay	= Rs. 34670/-

He shall be fixed at Basic Pay of Rs. 34670/- and re-designated as Assistant Professor. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 35720/-.

Illustration- 5

A lecturer (Selection Grade) / Reader was placed in the pre-revised scale of 12000-420-18300 on 2.11.2004 and is drawing a basic pay of Rs. 12420/- as on 1.11.2005 in the existing scale of pay. Since he has not completed three years in the pay scale of 12000-420-18300 on 1.01.2006, the revised Pay Band applicable is 15600 – 39100 with Academic Grade Pay of Rs. 8000/-. His date of increment is 1st November every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay	= Rs. 12420/-
2. 1.86 X Basic Pay	= Rs 23101/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 23110/-
4. Pay in the Pay Band(as per Fitment Table)	= Rs. 23110/-
5. AGP applicable	= Rs. 8000/-
6. Revised Basic Pay	= Rs.31110/-

He shall be fixed at Basic Pay of Rs. 31110/- without change in his designation till he completes three years in the pay scale of 12000-18300. Thereafter shall be placed in the higher pay Band 37400-67000 with AGP 9000 as described in illustration-6 and shall be re-designated as Associate Professor.

The next date of annual increment in PB- 15600-39100 shall be 1st July 2006 & pay after increment is Rs. 32050/-.

Illustration- 6

A lecturer (Selection Grade)/ Reader was placed in the pre-revised scale of 12000-420-18300 on 2.11.2004 and is drawing a basic pay of Rs. 12420/- as on 1.11.2005 in the existing scale of pay. Since he had not completed three years in the pay scale of 12000-420-18300 on 1.01.2006, the revised Pay Band applicable as on 1.01.2006 is15600 – 39100 with Academic Grade Pay of Rs. 8000/-. His pay in the revised Pay Band shall be fixed as described in illustration-5 above and shall draw the revised pay in PB – 15600-39100 till 2.11.2007 with the same designation as case may be. Thereafter his pay on 2.11.2007 (i.e. on completion of three years from the date of placement in Selection Grade / Reader) shall be fixed as follows:

1. Basic Pay as on 2.11.07 (he would have drawn in pre-revised Scale)	= Rs. 13260/-
2. 1.86 X Basic Pay	= Rs 24664/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 24670/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs 37400/-
5. AGP applicable	= Rs. 9000/-
6. Revised Basic Pay	= Rs. 46400/-

He shall be fixed at Basic Pay of Rs. 46400/- as on 2.11.2007 and re-designated as Associate Professor. The next date of annual increment shall be 1st July 2008 & pay after increment is Rs. 47800/-.

Illustration- 7

A lecturer (Selection Grade) / Reader was placed in the pre-revised scale of 12000-420-18300 on 27.07.1998 and is drawing a basic pay of Rs. 14940/- as on 1.07.2005 in the existing scale of pay. Since he has completed more than three years in the pay scale of 12000-420-18300 on 1.01.2006, the revised Pay Band applicable is 37400-67000 with Academic Grade Pay of Rs. 9000/-. His date of increment is 1st July every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 14940/-
2. 1.86 X Basic Pay	= Rs 27788/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 27790/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs 38530/-
5. AGP applicable	= Rs. 9000/-
6. Revised Basic Pay	= Rs. 47530/-

He shall be fixed at Basic Pay of Rs. 47530/- and re-designated as Associate Professor. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 48960/-.

Illustration- 8

A Professor is drawing a basic pay of Rs. 20450/- as on 1.07.2005 in the existing scale of pay of Rs. 16400-22400. In the revised pay structure the applicable Pay Band is 37400-67000 with Academic Grade Pay of Rs. 10000/-. His date of increment is 1st July every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay = Rs. 20450/-
2. Dearness Allowance = Rs. 7362/-
3. 1.86 X Basic Pay = Rs 38037/-
4. Rounding off the resultant figure to the next multiple of 10 = Rs. 38040/-
5. Pay in the Pay Band (as per Fitment Table) = Rs. 46050/-
6. AGP applicable = Rs. 10000/-
7. Revised Basic Pay = Rs. 56050/-

He shall be fixed at Basic Pay of Rs. 56050/-. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 57740/-.

Illustration- 9

A Principal is drawing a basic pay of Rs. 17040/- as on 1.09.2005 in the existing scale of pay of Rs. 12000-420-18300 (min. at Rs.12840/-). In the revised pay structure the applicable Pay Band is 37400-67000 with Academic Grade Pay of Rs. 10000/-. His date of increment is 1st September every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay = Rs. 17040/-
2. 1.86 X Basic Pay = Rs 31694/-
3. Rounding off the resultant figure to the next multiple of 10 = Rs. 31700/-
4. Pay in the Pay Band (as per Fitment Table) = Rs.40890/-
5. AGP applicable = Rs. 10000/-
6. Revised Basic Pay = Rs. 50890/-

He shall be fixed at Basic Pay of Rs. 50890/-. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 52420/-.

Illustration- 10

A Principal is drawing a basic pay of Rs. 21400/- as on 1.12.2005 in the existing scale of pay of Rs. 16400-22400. In the revised pay structure the applicable Pay Band is 37400-67000 with Academic Grade Pay of Rs. 10000/-. His date of increment is 1st December every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay = Rs. 21400/-
2. 1.86 X Basic Pay = Rs 39408/-
3. Rounding off the resultant figure to the next multiple of 10 = Rs. 39410/-
4. Pay in the Pay Band (as per Fitment Table) = Rs.47440/-
5. AGP applicable = Rs. 10000/-
6. Revised Basic Pay = Rs. 57440/-

He shall be fixed at Basic Pay of Rs. 57440/-.
The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 59170/-.

Appendix-II

FITMENT TABLE – 1

(i) Incumbent Assistant Professor
(ii) Incumbent Assistant Librarian / College Librarian
(iii) **Incumbent Assistant DPE /College DPE.**

Pre-Revised Scale : 8000-275-13500 Revised Pay Band : 15600 - 39100 + AGP 6000				
Sr.No.	**Pre-revised Basic Pay**	**Revised Pay**		
		Pay in Pay Band	**AGP**	**Revised Basic Pay**
1	**8000**	15600	6000	**21600**
2	**8275**	15600	6000	**21600**
3	**8550**	15910	6000	**21910**
4	**8825**	16420	6000	**22420**
5	**9100**	16930	6000	**22930**
6	**9375**	17440	6000	**23440**
7	**9650**	17950	6000	**23950**
8	**9925**	18470	6000	**24470**
9	**10200**	18980	6000	**24980**
10	**10475**	19490	6000	**25490**
11	**10750**	20000	6000	**26000**
12	**11025**	20510	6000	**26510**
13	**11300**	21020	6000	**27020**
14	**11575**	21530	6000	**27530**
15	**11850**	22050	6000	**28050**
16	**12125**	22560	6000	**28560**
17	**12400**	23070	6000	**29070**
18	**12675**	23580	6000	**29580**
19	**12950**	24090	6000	**30090**
20	**13225**	24600	6000	**30600**
21	**13500**	25110	6000	**31110**
22	**13775**	25630	6000	**31630**
23	**14050**	26140	6000	**32140**
24	**14325**	26650	6000	**32650**

FITMENT TABLE – 2

(i) Incumbent Assistant Professor[Formerly Lecturer (Sr. Scale)]
(ii) Incumbent Assistant Librarian (Sr.Scale) / College Librarian(Sr.Scale)
(iii) **Incumbent Assistant DPE (Sr.Scale) / College DPE (Sr.Scale).**

Pre-Revised Scale : 10000-325-15200 Revised Pay Band : 15600 - 39100 + AGP 7000				
Sr.No.	**Pre-revised Basic Pay**	**Revised Pay**		
		Pay in Pay Band	**AGP**	**Revised Basic Pay**
1	**10000**	18600	7000	**25600**
2	**10325**	19210	7000	**26210**
3	**10650**	19810	7000	**26810**
4	**10975**	20420	7000	**27420**
5	**11300**	21020	7000	**28020**
6	**11625**	21630	7000	**28630**
7	**11950**	22230	7000	**29230**
8	**12275**	22840	7000	**29840**
9	**12600**	23440	7000	**30440**
10	**12925**	24050	7000	**31050**
11	**13250**	24650	7000	**31650**
12	**13575**	25250	7000	**32250**
13	**13900**	25860	7000	**32860**
14	**14225**	26460	7000	**33460**
15	**14550**	27070	7000	**34070**
16	**14875**	27670	7000	**34670**
17	**15200**	28280	7000	**35280**
18	**15525**	28880	7000	**35880**
19	**15850**	29490	7000	**36490**
20	**16175**	30090	7000	**37090**

FITMENT TABLE – 3

(i) Incumbent Readers and Lecturers (SG) with less than 3 years of Service

(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) ⁄ College Librarian (SG) with less than 3 years of Service

(iii) Incumbent Dy. DPE / Asst. DPE (SG) / College DPE (SG) with less than 3 years of service.

Pre-Revised Scale : 12000-420-18300 Revised Pay Band : 15600 - 39100 + AGP 8000				
Sr.No.	**Pre-revised Basic Pay**	**Revised Pay**		
		Pay in Pay Band	**AGP**	**Revised Basic Pay**
1	**12000**	22320	8000	**30320**
2	**12420**	23110	8000	**31110**
3	**12840**	23890	8000	**31890**
4	**13260**	24670	8000	**32670**
5	**13680**	25450	8000	**33450**
6	**14100**	26230	8000	**34230**
7	**14520**	27010	8000	**35010**
8	**14940**	27790	8000	**35790**
9	**15360**	28570	8000	**36570**
10	**15780**	29360	8000	**37360**
11	**16200**	30140	8000	**38140**
12	**16620**	30920	8000	**38920**
13	**17040**	31700	8000	**39700**
14	**17460**	32480	8000	**40480**
15	**17880**	33260	8000	**41260**
16	**18300**	34040	8000	**42040**
17	**18720**	34820	8000	**42820**
18	**19140**	35610	8000	**43610**
19	**19560**	36390	8000	**44390**

FITMENT TABLE – 4

(i) Incumbent Readers and Lecturers (SG) with 3 years of Service

(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with 3 years of Service

(ii) Incumbent Dy. DPE/ Asst. DPE(SG)/ College DPE(SG) with 3 years of Service.

Pre-Revised Scale : 12000-420-18300 Revised Pay Band : 37400 - 67000 + AGP 9000				
Sr.No.	**Pre-revised Basic Pay**	**Revised Pay**		
		Pay in Pay Band	**AGP**	**Revised Basic Pay**
1	**13260**	37400	9000	**46400**
2	**13680**	37400	9000	**46400**
3	**14100**	37400	9000	**46400**
4	**14520**	37400	9000	**46400**
5	**14940**	38530	9000	**47530**
6	**15360**	38530	9000	**47530**
7	**15780**	39690	9000	**48690**
8	**16200**	39690	9000	**48690**
9	**16620**	40890	9000	**49890**
10	**17040**	40890	9000	**49890**
11	**17460**	42120	9000	**51120**
12	**17880**	42120	9000	**51120**
13	**18300**	43390	9000	**52390**
14	**18720**	43390	9000	**52390**
15	**19140**	44700	9000	**53700**
16	**19560**	44700	9000	**53700**

FITMENT TABLE – 5

(i) Incumbent Professor in Colleges and Universities
(ii) Incumbent Principals of PG Colleges
(iii) Incumbent Librarian (University)
(iv) Incumbent Director of Physical Education (University)

Pre-Revised Scale : 16400-450- 20900 - 500 – 22400 Revised Pay Band : 37400 - 67000 + AGP 10000				
Sr.No.	**Pre-revised Basic Pay**	**Revised Pay**		
		Pay in Pay Band	**AGP**	**Revised Basic Pay**
1	**16400**	40890	10000	**50890**
2	**16850**	40890	10000	**50890**
3	**17300**	42120	10000	**52120**
4	**17750**	42120	10000	**52120**
5	**18200**	43390	10000	**53390**
6	**18650**	43390	10000	**53390**
7	**19100**	44700	10000	**54700**
8	**19550**	44700	10000	**54700**
9	**20000**	46050	10000	**56050**
10	**20450**	46050	10000	**56050**
11	**20900**	47440	10000	**57440**
12	**21400**	47440	10000	**57440**
13	**21900**	48870	10000	**58870**
14	**22400**	48870	10000	**58870**
15	**22900**	50340	10000	**60340**
16	**23400**	50340	10000	**60340**
17	**23900**	51860	10000	**61860**

FITMENT TABLE – 6
Incumbent Principals of UG Colleges.

Pre-Revised Scale : 12000-420-18300 Minimum at 12840/- Revised Pay Band : 37400-67000 + AGP 10000				
Sr.No.	**Pre-revised Basic Pay**	**Revised Pay**		
		Pay in Pay Band	**AGP**	**Revised Basic Pay**
1	**12840**	37400	10000	**47400**
2	**13260**	37400	10000	**47400**
3	**13680**	37400	10000	**47400**
4	**14100**	37400	10000	**47400**
5	**14520**	37400	10000	**47400**
6	**14940**	38530	10000	**48530**
7	**15360**	38530	10000	**48530**
8	**15780**	39690	10000	**49690**
9	**16200**	39690	10000	**49690**
10	**16620**	40890	10000	**50890**
11	**17040**	40890	10000	**50890**
12	**17460**	42120	10000	**52120**
13	**17880**	42120	10000	**52120**
14	**18300**	43390	10000	**53390**
15	**18720**	43390	10000	**53390**
16	**19140**	44700	10000	**54700**
17	**19560**	44700	10000	**54700**

Appendix – III
Form of Option

1. I,-- substantive / officiating holder of the post --- in the scale of Rs.-------------- ------- -------------------- in the College / Institution -- -------- hereby
   *(i) elect the revised scale of the post with effect from 1st January, 2006.
   *(ii) elect to continue on the existing scale of pay of my substantive / officiating post mentioned below until:
   * the date of my next increment
   *the date of my subsequent increment
   *raising my pay to Rs. --------------
   *I vacate or cease to draw pay in that scale.
2. The option hereby exercised is final and will not be modified at any subsequent date.

Date : Signature :

Place : Signed before me

Signature
(Principal of College)

(Received the above declaration)

Date : Signature
(Head of the Institution)

**To be scored out, if not applicable.*

Accompaniment to Government Resolution, Higher & Technical Education Department No.NGC 2009/(243/09)-Uni.1, dated 12th August, 2009.

UNDERTAKING

[As per Ministry of Finance (Department of Expenditure) order O.M. No. F.23-7/2008-IFD dated 23.10.2008]

I hereby undertake that any excess payment that may be found to have been made as a result incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date :-

Station:-

Signature -------------------------------------

Name ---

Designation ---------------------------------

College/Institution. ------------------------------

Accompaniment to Government Resolution, Higher & Technical Education Department No.NGC 2009/(243/09)-Uni.1, dated 12th August, 2009.

AGREEMENT

THIS AGREEMENT made this----------day of -----------two thousand nine between Shri/Smt/Kum--Demonstrator /Tutor/Reader/ Lecturer/Professor of -------------------Principal-----------------of ---College/University. Established by ------------------------------------hereinafter referred to as "the Employee" (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and --College/University hereinafter referred to as "the said College/University" of the other part.

WHEREAS the Employee has been working as a Demonstrator /Tutor/Reader/ Lecturer/Professor of --------------------------------/Principal of the said college/University from the ----------------day of --------------199.

AND WHEREAS the Government of Maharashtra has by Government Resolution, Higher and Technical Education Department, being No. --- (hereinafter referred to as "the said Resolution: a copy whereof is annexed hereto) sanctioned a scheme for revision of the pay-scales of the University and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revised the pay scale of the Employee on the Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Maharashtra by the saqid resolution which the Employee has agree to do.

Now this Agreement witness and it is hereby agreed and decided by and between Parties hereto as follows :-

1. **Agree, accept and duly comply with the terms and conditions specified in the said Government Resolution;**

2. **Agree to have these conditions, insedrted in the contract of his appointment which he has already executed or which he may have to execute hereafter;**

3. **Agree that in the event of his failure to abide by these conditions he shall ceased to derive benefits of revised pay scales.**

In witness whereof Shri/Smt/Kum---the employee above named has hereto set his/her hand and n seal of University has been unto affixed.

Members of the Managing Committee/Governing Body of ------------------------------------have set their respective hands the day and year first hereinabove written.

Signed and Delivered by

Shri/Smt/Kum-- the Employee above named in the presence of

1.---

2.---

OR

Signed and delivered by

1.---

2.---

5. Elc. the present Members---of the Managing Committee/Governing body of ---

In the presence of---

1.--- 2.---

Appendix – IV
PROFORMA FOR FIXATION OF PAY

[For Assistant Professors / Equivalent Posts & Readers / Lecturer (SG) / equivalent posts not completed 3/ 5 years as on 01.01.2006]

Name of the College / Institution :

Name of the Teacher : Shri / Smt.

Sr.No	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 or no --------------- (latter date)	
2	Status (Substantive / Officiating)	
3	Pre-revised Designation and	
	Pay Scale	
4	Existing emoluments as on 01.01.2006	
	a) Basic Pay (including stagnation increment, if any)	
	b) Dearness Pay	
	c) Dearness Allowance	
	d) Total [(a) to (c)]	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sr. No. 4 above	15600-39100
		AGP -
6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sr.No. 4(a)	
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sr.No.7 or 9or 10 above whichever is applicable	
	b) Academic Grade Pay (Sr.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	

12 Date of next increment and pay after increment.

Sr. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP / GP	Basic Pay
1	1st July 200_			
2	1st July 200_			
3	1st July 200_			
4	1st July 200_			

13. Any other relevant information :

Date : Signature & seal of Principal / Director

Place :

Attached herewith: 1. Form of option ☐ 2. Service Agreement ☐ 3. Undertaking ☐

PROFORMA FOR FIXATION OF PAY

[For Associate Professors and Equivalent Posts & Incumbent Readers / Lecturer (SG) and equivalent posts either completed 3& 5 years as case may be as on 01.01.2006 or thereafter]

Name of the College / Institution :

Name of the Teacher : Shri / Smt.

Sr.No.	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 **or** on ---------------- (latter date)	
2	Status (Substantive / Officiating)	
3	a) Pre-revised Designation and Pay Scale	 12000 – 420 - 18300
	b) Date of placement in the Pre-revised Scale (should be either or before 01.01.2006)	
	c) Date on which completed 3 /5* years in the Pre-revised Scale	
4	Existing emoluments as on 01.01.2006 or on ----------- (as per pre-revised scale)	
	a) Basic Pay (including stagnation increment, if any)	
	b) Dearness Pay	
	c) Dearness Allowance	
	d) Total [(a) to (c)]	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sr. No. 4 above	37400 - 67000 AGP -
6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sr.No. 4(a)	
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sr.No.7 or 9or 10 above whichever is applicable	
	b) Academic Grade Pay (Sr.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	

12 Date of next increment and pay after increment.

Sr. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP / GP	Basic Pay
1	1st July 200_			
2	1st July 200_			
3	1st July 200_			
4	1st July 200_			

13. Any other relevant information :

Date : Signature & seal of Principal / Director
Place :

Attached herewith: 1. Form of option ☐ 2. Service Agreement ☐ 3. Undertaking ☐

**To be scored out, if not applicable*

PROFORMA FOR FIXATION OF PAY

[For Professors / Principals (PG College) and Equivalent Posts]

Name of the College / Institution :

Name of the Teacher : Shri / Smt.

Sr.No.	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 **or** on --------------- (latter date)	
2	Status (Substantive / Officiating)	
3	Pre-revised Designation and	
	Pay Scale	
4	Existing emoluments as on 01.01.2006	
	a) Basic Pay (including stagnation increment, if any)	
	b) Dearness Pay	
	c) Dearness Allowance	
	d) Total [(a) to (c)]	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sr. No. 4 above	37400 - 67000
		AGP -
6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sr.No. 4(a)	
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sr.No.7 or 9or 10 above whichever is applicable	
	b) Academic Grade Pay (Sr.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	

12 Date of next increment and pay after increment.

Sr. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP / GP	Basic Pay
1	1st July 200_			
2	1st July 200_			
3	1st July 200_			
4	1st July 200_			

13. Any other relevant information :

Date :
Place :

Signature & seal of Principal / Director

Attached herewith: 1. Form of option ☐ 2. Service Agreement ☐ 3. Undertaking ☐